



**POSITION DESCRIPTION**  
**VR Service Specialist**  
**Counseling**  
**Nebraska Department of Education (NDE)**

**Date:** 7/13/09

**Position Title:** VR Service Specialist

**Pay Grade:** 42

**Section/Team:** VR/Lincoln

**Reports to:** Jon Rathjen

**Prepared By:** Pat Bracken

**Position Number:** 013-40121

**Job Code:** EDB 603

**FLSA Status:** Exempt

**Positions Reporting to Incumbent:** None

**Purpose:** Helps Vocational Rehabilitation (VR) clients achieve employment outcomes through the provision of agreed-upon services; follows established rules, guidelines, practices and procedures, with emphasis on the provision of counseling services.

**Essential Functions\***

- Provides client orientation
- Responds to basic questions about Vocational Rehabilitation
- Arranges job shadowing experiences and informational interviews
- Analyzes and synthesizes client medical, demographic and employment information
- Analyzes client strengths and barriers
- Make appropriate referrals to community resources
- Provides individualized planning and Individualized Plan for Employment (IPE) development
- Provides information about jobs and their requirements
- Presents information about Vocational Rehabilitation to community groups
- Records outcomes of completed direct team activities
- Uses the electronic case service data system
- Possesses a valid driver's license, travels independently and works in a variety of settings

**Other Duties and Responsibilities**

- As assigned

**Minimum Qualifications**

Bachelor's degree in Vocational Rehabilitation, Counseling, Social Work or directly related area. Majors in other disciplines may be considered with a minimum of two years work experience in a professionally related area.

**Preferred Qualifications**

- Experience interacting with persons with significant disabilities
- Bilingual in English/Spanish

## **Knowledge & Abilities**

### Knowledge

- Formats used in written business communications
- English grammar, spelling, and composition needed for correspondence
- Computer software necessary to carry out job responsibilities
- Types and uses of office equipment
- Office management principles, methods, and procedures
- Established policies, procedures, practices of VR Division and NDE

### Abilities

- Interact with persons having significant disabilities.
- Communicate orally and in writing with agency staff and the public
- Establish and maintain effective working relationships
- Understand, interpret, and apply rules, administrative policies, and program guidelines
- Locate and summarize information from files and documents
- Operate office equipment necessary to perform the required duties
- Maintain the confidential nature of information
- Prepare a variety of internal reports and documents
- Convey technical information to individuals with varying levels of knowledge
- Use computer for various job functions
- Assist clients in developing job goals and plans for employment

## **Fiscal Responsibilities**

- Recommends the purchase of goods and services for clients in accordance with established fiscal policies and procedures.

## **Extent of public contact**

- This position requires considerable contact with VR clients, community service providers, employers and the general public.

## **Working conditions & environment**

- Approximately 60 - 70 % of work time is spent in the office. The remainder of work time is spent in the community.

## Examples of Physical Demands

Note: The Nebraska Department of Education will make reasonable accommodations in compliance with the Americans with Disabilities Act of 1990.

### Lifting/carrying/pushing/pulling

Occasionally: 20 - 25 lbs.

Frequently: 5 - 10 lbs.

Repetitive Motion					
Use of Hands	Continuous 67-100% of the day	Frequent 34-66% of the day	Occasional 6-33% of the day	Intermittent 1-5% of the day	Less than 1%
Fine Manipulation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pushing/Pulling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Simple Grasping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Keyboarding	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use of Feet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Examples of Other Physical Demands					
Physical Activity	Continuous 67-100% of the day	Frequently 34-66% of the day	Occasionally 6-33% of the day	Intermittently 1-5% of the day	Less than 1%
Stoop/bend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crouch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Crawl	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Kneel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Twist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Climb	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Reach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Push/pull	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking/standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Driving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*Nothing in this job description restricts management's right to manage, direct, and assign duties and responsibilities to this job at any time.

04/07